




The Secretary of Energy

Washington, DC 20585

April 5, 2000

MEMORANDUM FOR ALL DEPARTMENTAL EMPLOYEES

FROM: BILL RICHARDSON 
SUBJECT: DIVERSITY IN THE DOE WORKPLACE

One of the missions of the Department of Energy is to assure that the Nation has a ready and dependable supply of clean, safe and affordable energy now and in the future. Diversity of energy sources is critical; without it, our progress in achieving our mission will be severely hampered.

The diversity of our workforce is no less critical to our success.

To accomplish our goals, we must create an atmosphere which not just tolerates diversity, but which nurtures and encourages it. We must build a culture of respect and inclusion; one which welcomes and values the contribution of each employee. To be successful in the global economy, we must embrace diversity, for diversity is a catalyst for new ideas, new concepts, and new strategies. Through it, we find the keys to success.

Diversity means inclusion in every facet of work. I am committed to ensuring that the Department of Energy is a model workplace, where everyone has an equal opportunity to serve, and each person is treated with dignity and respect in all aspects of employment. Therefore, I am today rededicating the Department of Energy to the following principles:

- Equity: Ensuring just and fair actions in all decision-making.
- Opportunity: Providing all employees and potential employees with a fair chance for employment, growth, promotion, development and training.
- Accommodation: Meeting the reasonable needs of every employee, stakeholder and customer, to the maximum extent possible.



- **Non-Discrimination:** The Department of Energy maintains a zero tolerance policy for discrimination of any kind. We expect – and will require – full compliance with both the spirit and the letter of all civil rights laws, regulations and policies.
- **Inclusion:** Embracing differences in all aspects of our work.

Adhering to these principles will enable us to successfully meet the challenges of the future, and to sustain the Department's leadership in science and technology. Managers and supervisors must lead the way. However, every employee can be a leader in this regard by embracing these principles, and by encouraging others to do the same.

Working together, we can create a model of a truly diverse organization. I call upon each of you to join me in making this goal a reality.